EXHIBIT A

🙏 Mitsubishi Chemical Holdings America

EMPLOYEE CHANGE AUTHORIZATION

☐ Te	nployment rmination y Change	□ • •	Promoto Transfe Other			Effectiv	ve Da	ate: Nov	embe	er 30,	201	5
EMPLOYEE INFORMATION												
Employee Name: Jennifer Fischman												
Employee Payroll #:												
Current	t Job Title:	Acti	ng Gene	eral Cour	nsel							
Current	t Department	MCI	HA Lega	I				· - . ·-				
FOR PROMOTION, TRANSFER, OR JOB CHANGE												
New Jo	bb Title:			eral Cou				,		xempt		
New De	epartment: I	MCHA	Legal					ľ	ı N	on - E	xem	npt
SALARY INFORMATION												
□ New	Hire		Promot	ion	,	✓ Adjust	men	t '		Other	•	
Current Pay Rate: Annual: \$300,000 Hourly \$: Proposed Change: %												
,	New Pay Rate: Annual: \$230,826 8,877.93											
New Fa	ay Nate.	Aimu	aι. ψ2.	50,020	9, 5	Hourly (if hourly	\$:	nployee)				
FOR TERMINATION												
□ Re	signed		Retired		Discharge			Death			1 C	Other
REMARKS												
Approv	ed by		ua (ØŠ	a		D	ate:	11	12/	20	15
HR Dep	ot. Approval _	Yai	KICIO	ZONH	DENTAL		Ε	Date:	//// Def	2/2/ 0000	00 633	1-17-1



MCHA Organization Announcement Patricia USA0493 Saunders to: MCUS-All

02/04/2015 09:00 AM

This is to inform you that Shoji Yoshisato, President MCHA, will return to Japan later in March to begin a new assignment. Details of his new assignment will be released on February 26, 2015. Yoshisato-san has served as President of MCHA since April 2011. During this time he has made significant contributions to our organization. He created MCHA's mission statement, and through his "Rainbow Bridge Campaign" and objectives of real HORENSO, established MCHA as a professional services organization dedicated to supporting MCHC group companies in the Americas. We thank him for his commitment and service to our organization and wish him well as he transitions to his new assignment.

Donna Costa, Executive Vice President, General Counsel and Chief Compliance Officer, has been promoted to President of MCHA effective April 1, 2015.

Jennifer Fischman, Assistant General Counsel, has been promoted to Acting General Counsel and Chief Compliance Officer of MCHA effective April 1, 2015.

Please join me in congratulating Donna and Jennifer on their promotions. As always, your support and cooperation as they begin their new roles is appreciated.

Yoshisato-san would like to follow up this announcement with a brief address to all MCHA employees at 10 a.m. today. Chesapeake employees should meet in Chesapeake Four where we will connect via video conference. NY employees should meet in the Main conference room.

All references to "MCHA" in this announcement mean collectively MCHA and MCHA Services.

Patricia Saunders
Director, Human Resources
Mitsubishi Chemical Holdings America, Inc.
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♣ Mitsubishi Chemical Holdings America

EMPLOYEE CHANGE AUTHORIZATION

□ Employment□ Termination□ Pay Change	Termination								
EMPLOYEE INFORMATION									
Employee Name: Jennifer Fischman									
Employee Payroll #:									
Current Job Title: Assistant General Counsel									
Current Department: MCHA Legal									
FOR PROMOTION, TRANSFER, OR JOB CHANGE									
New Job Title:	✓ Exempt□ Non - Exempt								
New Department: MCHA Legal									
SALARY INFORMATION									
☐ New Hire	✓ Promotion	Į	⊒ Adjustment	☐ Other					
Current Pay Rate:	Hourly \$: (if hourly paid employee)								
Proposed Change:	%		(a treatily plant employee)						
New Pay Rate:	Annual: \$300,000	8.4615	Hourly \$: (if hourly paid employee)						
	FOR	TERMINATI	ON						
☐ Resigned	☐ Retired ☐	Discharge	ed 🗓 Deat	n 🚨 Other					
1 L val			1,45						
0/06.80	80	REMARKS	4-20						
Approved by	bung Of	ta.	Date: _	3/18/15					
HR Dept. Approval _	Patricia Sau	UNDENS.	Date: _	3/18/2015					